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ABSTRACT

Resolutions presented at the NAACP 67th Annual Convention concerned armed services and veterans affairs; civil rights (particularly basic civil rights); federal government compliance with Title VII of the Civil Rights Act of 1964; affirmative action legislation; consolidated procedural rules for civil rights enforcement; the Hatch Act; violence against black Americans; students who have either dropped out or have been expelled from schools; revenue sharing, community development block grants, and other federally funded programs; consumer protection; and economic development. Resolutions on education included subjects such as: the "NAACP Report on Minority Testing", monitoring use of tests, the testing industry, the Office of Consumer Affairs in testing and student evaluation, a federal regulatory agency for testing, efforts to circumvent meaningful desegregations plans, staffing inequities and affirmative action in desegregation programs, financial aid cutbacks in higher education, and reduction of black staff in desegregation efforts. Specific aspects of foreign affairs, hospitals, health, social welfare housing, internal affairs and labor and industry, were also covered by resolutions. (JM)

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NAACP
67th ANNUAL CONVENTION RESOLUTIONS

June 28 - July 2, 1976, Memphis, Tennessee

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

1790 Broadway, New York, New York 10019

Resolutions Adopted by the Sixty-seventh Annual Convention of the NAACP at Memphis, Tennessee June 28 - July 2, 1976

I. PREAMBLE

We pause during our convention, in this Bicentennial year, to take stock of our accomplishments during our 67 years of struggle to insure the political, educational, social and economic quality of minority group citizens in these United States.

We reaffirm our commitment to these goals and pledge that this historic year shall not be one of observance only, but a springboard for accelerating the competition of the yet unfinished task of removing all barriers of racial discrimination through democratic processes.

To this end we will redouble our resources and personal energies.

II. EMERGENCY RESOLUTIONS

1. The School Desegregation Standards and Assistance Act of 1976

We denounce the action of President Ford in the submission of anti-busing legislation to Congress entitled "The School Desegregation Standards and Assistance Act of 1976." This bill, if adopted, would effectively foreclose opportunities for minority children to receive equal education in the unsegregated environment required by the *Brown* decision of 1954.

The proposed legislation is an unconscionable assault upon the rule of law and an affront to Black Americans, 22 years after the Supreme Court held that "separate educational facilities are inherently unequal."

The blatant racism inherent in this proposed legislation is clear, and is disguised neither by President Ford's continuous restatement of his personal opposition to busing for integration nor by his use of pious platitudes such as protecting "the civil rights of all Americans without unduly restricting the individual freedom of any American."

The President's proposal is a capitulation to lawlessness and the forces of racism and an obvious attempt to further political ambition at the incalculable expense of millions.

As we have said in previous statements of policy, pupil transportation for educational purposes is not a new phenomenon in America. It has been widely accepted as one of the necessary tools of modern-day education.

It is incongruous to think that segregation, resulting from deliberate gerrymandering of school zone lines will be eliminated in three or five years or that equality of educational opportunity will be voluntarily accorded to ethnic minorities when progress has been minimal 22 years after the *Brown* decision.

We remind our units and the public that nearly 50 per cent of all school children ride a bus to school and less than 4 per cent of the children riding buses do so for purposes of school desegregation.

BE IT RESOLVED, that we urge the President to withdraw his proposed legislation and assume leadership in fostering equality of educational opportunity for all children.

BE IT FURTHER RESOLVED, that whether the President does or does not withdraw this legislation, we urge the Congress to register its opposition to the bill, (S-3618).

BE IT FINALLY RESOLVED, that we direct our branches, state conferences and youth units to reject this crude attempt to deny our children an equal educational opportunity in fully desegregated and integrated schools by mounting a national campaign to defeat this infamous piece of legislation. We specifically direct our branches to urge their Congressmen and Senators to declare their opposition to this legislation now. We direct our branches in implementing this national campaign to take the following actions:

(1) Send mailgrams to their legislators now.

(2) Visit their Congressmen at home over the Fourth of July recess.

(3) Enlist the support of other organizations in this campaign.

(4) Let the Washington Bureau know what you are doing.

2. South Africa

WHEREAS, the National Association for the Advancement of Colored People is greatly disturbed by, and strongly condemns, the mass killings by South African authorities of blacks protesting mandatory use of Afrikaan Language in township schools; the repressive measures in South Africa point up the urgency of eliminating apartheid and white minority rule in that country, and

WHEREAS, it is time for the United States to urge and support the imposition of unilateral and more effective sanctions against the South African Government until such time as minority rule is disestablished,

BE IT RESOLVED, that we call on our government to demonstrate its sympathy and support of the protest of South African students against morally indefensible and democratically incompatible educational policies.

BE IT FURTHER RESOLVED, that we urge the United States Government to continue to take all public and diplomatic action to make evident its firm commitment in opposition to the racist policies of the South African regime and the barbaric treatment of its non-white citizens.

BE IT FINALLY RESOLVED, that recognizing that the actions of South Africa are incompatible with the American ideal being celebrated in the Bicentennial of this nation's founding, we urge our government to rescind the invitation to the South African Navy which is sending a frigate, SAS President Kruger, to the United States to participate in the July 4 Naval Review.

III. ARMED SERVICES AND VETERANS AFFAIRS

1. Separation from the Military Service Certificate

WHEREAS, administrative discharges, bearing coded characterizations which indicate that the recipient's services and performance while in the military has been "less than honorable," have been found to be the most abused, biased, racially discriminatory and punitive action in use within the military to separate its personnel who are found to be unsuited or unable to cope with the rigorousness of the military life, and

WHEREAS, such certificates are widely used by the civilian section as a base and reference for judging the employability of young people coming into the labor market, and

WHEREAS, such discharges tend to deny those persons equality of opportunity for re-entry into their respective communities as productive citizens, access to jobs, and apprenticeship in schools and colleges and professional training, and

WHEREAS, hundreds of thousands of young men and women who saw service in the military are burdened with the stigma of the administrative discharge, virtually impossible to change during their life-time without costly legal assistance, and

WHEREAS, the practice continues, mostly unabated,

BE IT RESOLVED, that we strongly demand that the military service cease and desist its issuance of a separation certificate with characterization of any kind, except bad conduct and dishonorable pursuant to the sentence of court martial; and that the President of these United States, Commander-in-Chief of all the Armed Services, recall all outstanding Certificates of Separation (DD form 214) bearing codes of characterization and reissue a simple Separation from the Military Service Certificate.

IV. CIVIL RIGHTS

1. Basic Civil Rights

WHEREAS, the late Bishop Stephen Gill Spottswood, former chairman of the NAACP National Board of Directors, in his famous 1970 keynote address to the 63rd Annual National Convention in Cincinnati, called the Nixon Administration "anti-black," reciting the litany of "anti-black" wrongs including the incessant search for "strict constructionists" for Supreme Court seats and attacks on pupil transportation in the face of a unanimous favorable holding by the U.S. Supreme Court in the *Swann v. Charlotte-Mecklenburg* case that busing is a legitimate desegregation tool, and

WHEREAS, under Nixon's successor, a full circle has been formed with the admission that the U.S. Department of Justice considered entering the Boston school case on the side of the Home and School Association, aimed at cutting back on the amount of desegregation courts could order, and

WHEREAS, to support the position of the Home and School Association would place the Federal Government on the side of the defiant school committee and lawless mobs who have been responsible for the violence and ugliness directed at black children, Judge Garrity and the rule of law, and

WHEREAS, there is a noticeable trend toward other retrogressive and punitive action coupled with delaying tactics to stifle civil rights progress such as the Mississippi jury award of $240,000 against the NAACP because we dared speak out against police brutality; the cave-in by New York State Education Commissioner Ewald Nyquist in the face of political and racial opposition to his previously issued desegregation orders in Queens and Brooklyn, and

WHEREAS, the recent disclosure that the FBI kept the NAACP and other civil rights organizations under surveillance for upwards of 25 years even though they found after the first year that the NAACP has a strong tendency to resist communist infiltration. Such action makes it clear why this Federal law enforcement agency has often been unable to apprehend those persons who consistently violate the civil rights of blacks and other minorities when its concentration has been directed towards the activities of the victim rather than the perpetrator, and

WHEREAS, denials gushed forth as to any political motivations, yet, both a strict (and a charitable) construction of each of these moves points unmistakably to racist politics, reminiscent of the campaigns earlier waged by Richard M. Nixon and George C. Wallace, and

WHEREAS, one of the obvious effects of engaging in racist demagogic politics on the school desegregation issue has been to encourage resistance to court orders and to undermine the rule of law,

NOW, THEREFORE, BE IT RESOLVED, that the NAACP regard the admission of FBI surveillance and the promise to end it as not enough. We call for assurances from both the Attorney General and the Director of the FBI to discipline those responsible persons still employed by the agency.

BE IT FURTHER RESOLVED, that we urge the Congress to appoint an independent and impartial agency to investigate and recommend appropriate action, including, but not limited to, criminal prosecution against those who violated the rights of so many Americans whose loyalty has survived the test of time.

BE IT FURTHER RESOLVED, that the NAACP call upon the President of the United States and members of the Congress to cease cheap demagoguery and begin to obey the rule of law by upholding the Constitution and decisions of the courts. We urge our branches and state conferences to call on all other public officials, at whatever level, to likewise end their posturing on the subject of school desegregation so that the very fabric of this nation will remain intact and the rights of no one will be violated.

BE IT FINALLY RESOLVED, that the NAACP direct its units to step up the fight to preserve civil rights gains and stand firmly against all erosions in civil rights using every legal means at the branch's disposal.

2. Federal Government Compliance with Title VII of the Civil Rights Act of 1964

WHEREAS, the Federal Government imposes stringent demands on private industry to comply with the provisions of Title VII of the 1964 Civil Rights Act, as amended, and Executive orders prohibiting employment discrimination, and

WHEREAS, the Federal Government itself, especially the Civil Service Commission, inadequately enforces Title VII as applied to Federal employment and is derelict in its responsibility to ensure that minorities have an equal opportunity to gain employment and promotion in Federal service, and

WHEREAS, the Federal Government does not provide the necessary resource to enforce anti-discrimination provisions of Federal laws,

THEREFORE, BE IT RESOLVED, that the NAACP and its branches call upon the President and the Congress to ensure that the Federal Government not only complies with Federal laws but provides leadership to the private sector by setting an example of full compliance with anti-discrimination provisions of Federal laws.

3. Affirmative Action Legislation

WHEREAS, House Resolution 12603 and other pending Federal legislation have an adverse impact on Titles VI and VII of the 1964 Civil Rights Act and related Executive orders, and

WHEREAS, such legislation prohibits definition of goals as a part of affirmative action programs, and

WHEREAS, said legislation prohibits courts of law from enforcing the provisions of affirmative action plans by court established goals, and

WHEREAS, the NAACP opposes discrimination on the basis of race, national origin and sex, and finds such legislation adverse to the elimination of discrimination,

BE IT RESOLVED, that the NAACP oppose House Resolution 12603 and all similar measures, and call for immediate repudiation by the U.S. Congress.

4. Consolidated Procedural Rules for Civil Rights Enforcement

WHEREAS, the Department of Health, Education and Welfare's attempts to stop investigating individual complaints of racial and sex discrimination have been temporarily aborted as a result of effective protests by civil rights advocates, and

WHEREAS, the Secretary of Health, Education and Welfare is encouraging citizen participation in developing a workable complaint resolution process by forming specific questions for public debate prior to issuance of a proposed regulation,

BE IT RESOLVED, that the NAACP submit comments on the interrogatories with specific emphasis on retention of the individual complaint mechanism.

5. Hatch Act

WHEREAS, in the last session of Congress the repeal or revision of the Hatch Act was vetoed based on the argument that the Federal Government would become too political as a result of Federal employee participation in partisan politics, and such veto was not overridden by the Congress, and

WHEREAS, the most important benefit to be derived from the revision of the Hatch Act is to allow persons affected to participate in the local political process;

BE IT RESOLVED, that the NAACP and its branches encourage the Congress to consider revision of the Hatch Act primarily to return to individuals the right to political association and participation.

6. Violence Against Black Americans

WHEREAS, a primary reason for the founding of the National Association for the Advancement of Colored People was the concern of decent-thinking Americans about the harassment, brutalizing and annihilation of black citizens, and

WHEREAS, in recent months the nation (and in particular the cities of Boston and Pasadena) has experienced a return to the racially violent days of the Reconstruction Era, and

WHEREAS, the recent wave of acts of intimidation and harassment perpetrated against black citizens include;

(1) Oral and written threats of death to several NAACP leaders;

(2) The symbolic lynching of a black minister;

(3) Ku Klux Klan-type cross burning, and

(4) Numerous unprovoked brutal assaults committed upon innocent black citizens in the public way of Boston,

BE IT RESOLVED, that the National Association for the Advancement of Colored People hereby call upon the United States Attorney General, the United States Civil Rights Commission and pertinent state and local law enforcement agencies to fully investigate the continuing and growing epidemic of violence against black citizens;

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People, request a written response from the President of the United States and the Attorney General of the United States as to how they intend to enforce "the equal protection of the laws" provision of the 14th Amendment of the United States Constitution respective of the recent resurgence of racial violence against Black Americans.

BE IT FURTHER RESOLVED, that all investigating agencies apprise the American public of the results of said investigations upon completion of same.

7. Status Offenders

WHEREAS, it is currently being reported that there is an alarming rate of school droupouts due to learning, health, social and psychiatric problems;

WHEREAS, it has been determined that many of these students are responsible for an increase in the crime rate;

WHEREAS, it has been further documented that these same students are victims of the inconsistencies of juvenile justice systems across the nation;

WHEREAS, the resulting effects of these practices limit the job opportunities of these former students, encourage inadequate placements and maltreatment, violating their civil rights and damaging the future outlook of said students;

WHEREAS, some states are instituting community-based agencies dealing with problems of delinquents and blacks and other minorities are not being included in the policy-making positions of these agencies in proportion to their numbers in the community;

THEREFORE, BE IT RESOLVED, that necessary measures be taken to guarantee equal protection under the law;

BE IT FURTHER RESOLVED, that the NAACP encourage its branches and youth councils to monitor the justice systems and community agents to determine if these practices exist,

BE IT FINALLY RESOLVED, that the NAACP call for an extension of Pupil Personal Incentive-type educational programs under the provisions of Title I of the Elementary and Secondary Education Act of 1965 to eliminate the high rate of dropouts in urban and rural districts.

8. Governmentally-funded Programs

The NAACP reaffirms its position on Revenue Sharing, Community Development Block Grants and other governmentally-funded programs.

We call on all NAACP units to more actively monitor these programs and to file complaints with local human rights agencies, HUD, other Federal agencies, and the NAACP National Office.

We urge all units of the NAACP to become familiar with the "A-95 Review Process," which allows organizations interested in furthering the implementation of civil rights laws to review all applications for Federal financial assistance prior to the funding of such programs.

V. CONSUMER PROTECTION

1. Utility Rates—Regulatory Commissions Membership

WHEREAS, many utility companies are charging the consuming public rates far beyond increases in fuel energy costs and are making excessive profits, and

WHEREAS, utility shareholders are receiving increased dividends, and

WHEREAS, gas and electric consumers in many parts of the country pay exorbitant rates and great suffering is being experienced among the low-income and elderly;

THEREFORE, BE IT RESOLVED, that all rate increases be limited to the actual cost incurred in securing the fossil fuels and expenses associated with procuring such fuels.

BE IT FURTHER RESOLVED, that the appointing authorities in the respective states be called upon to bring about a broader based representation of consumer-oriented representatives on the various commissions that regulate utility companies.

BE IT FURTHER RESOLVED, that we direct our branches to take such actions as may be necessary to implement the purposes of this resolution.

BE IT FINALLY RESOLVED, that a moratorium be placed upon any further rate increases.

2. Initiation of Consumer Education Programs

WHEREAS, non-white residents of the United States comprise one of the largest consumer markets in the world, and

WHEREAS, this consumer group is disproportionately composed of people who are poor, undereducated and underemployed, and

WHEREAS, significant increases in income for minorities have occurred in the last decade, increasing ability to purchase a larger variety of goods and services, and

WHEREAS, the quality of goods and services existing in minority communities is of poor quality and is continually deteriorating;

THEREFORE, BE IT RESOLVED, that the NAACP initiate consumer education programs through national, regional and state conference sponsorship of conferences and consumer advocacy training seminars to increase the awareness of the minority consumer regarding competitive products and values in the marketplace.

BE IT FURTHER RESOLVED, that such programs be undertaken with the goal of improving the ability of blacks to become more demanding of higher quality and variety in merchandise and services and a more effective collective force for change.

VI. ECONOMIC DEVELOPMENT

1. Minority Enterprise Act of 1976 (HR 12741)

WHEREAS, the participation of minority small business concerns in the commerce of our nation remains a hope with little expectation of fulfillment, and

WHEREAS, it is essential to the economic development of blacks that more of us become producers rather than consumers of goods and services produced by others, and

WHEREAS, the Minority Enterprise Act of 1976, (HR 12741), sponsored by Congressman Parren J. Mitchell, provides a vehicle to enable minority small business concerns to receive expanded assistance under the Small Business Act; provide standards for contracting and subcontracting by the Federal Government with small business concerns which should assure maximum opportunity for such minority concerns to receive U.S. contracts and establish a Commission on Federal Assistance to Minority Enterprise with the power to hold hearings and secure information from executive agencies and departments,

NOW THEREFORE BE IT RESOLVED, that this 67th

Annual Convention of the NAACP go on record in support of this vitally needed legislation, and

BE IT FURTHER RESOLVED, that the Washington Bureau of the NAACP be directed to lobby vigorously to insure the passage of this bill, and

BE IT FINALLY RESOLVED, that we direct all branches of the Association to immediately commence an intensive lobbying effort with their congressional representatives to insure the passage of this bill during the present session of Congress.

2. Fast Food Franchises

WHEREAS, the proliferation of so-called "fast food" chains such as McDonald's, Burger King and others is an indication of their economic success, and

WHEREAS, few minority persons have obtained "fast food" franchises to reap the profits from such businesses although these chains enjoy wide patronage from minorities,

NOW THEREFORE BE IT RESOLVED, that the National Office, through the Board's Economic Development Committee, compile information regarding the availability of such franchises and the necessary qualifications and pitfalls involved in obtaining them, and

BE IT FURTHER RESOLVED, that this information be disseminated throughout the branches of the Association, and

BE IT FINALLY RESOLVED, that the branches of the NAACP establish a mechanism to provide counseling and technical assistance to individuals.

3. Financial Institutions and Minorities

We reaffirm our earlier resolutions regarding the creation of financial institutions and the availability of their resources to communities.

4. CETA

WHEREAS, the NAACP condemns the action of those local officials who have promulgated regulations regarding the implementation of CETA legislation where such local regulations have the effect of nullifying the intent of Congress when this bill was enacted,

BE IT RESOLVED, that we call upon NAACP branches, state conferences and youth councils to monitor the implementation of CETA programs in their localities to insure that these programs accomplish their intended purpose.

VII. EDUCATION

1. NAACP Report on Minority Testing

WHEREAS, the NAACP expressed its concern re the disproportionately large number of black students being misplaced in special education classes as a result of scores on standardized texts, and

WHEREAS, the 1974 convention mandated the Education Department at the National Office to use its influence to bring together the Educational Testing Service, the College Entrance Examination Board and the Association of Black Psychologists regarding this issue, and

WHEREAS, the Education Department has published the *NAACP Report on Minority Testing*, setting forth recommendations and an action agenda;

NOW THEREFORE BE IT RESOLVED, that we direct our units, youth and adult, to implement the recommendations of the *Report*.

BE IT FURTHER RESOLVED, that the NAACP Education Department establish a national task force to develop specific guidelines for laymen's participation in and support of standardized assessment procedures and disseminate the guidelines to the broadest possible audience.

BE IT ALSO RESOLVED, that we direct our units to establish contact with local chapters of the Association of Black Psychologists for technical assistance in implementing this resolution.

2. Monitoring Use of Tests

WHEREAS, standardized testing is increasingly used to classify, stratify and certify individuals and groups in our society, and

WHEREAS, the determination of public policy related to the testing of minorities has been insidious and extremely deleterious, and

WHEREAS, there is a need for more fair and effective processes of assessment which more adequately consider the diverse abilities, talents and cultural backgrounds of children if standardized tests are to be used, and

WHEREAS, test scores influence the way children think about themselves; and teacher expectations of the children, and

WHEREAS, there is increasing evidence that tests, as used, are *determining what* is being *taught*, rather than *measuring what* is being *learned*.

BE IT RESOLVED, that NAACP units mount a campaign against misuse of tests by urging parents to question not only their own child's test scores but also the testing programs in their school, city and school district.

BE IT FURTHER RESOLVED, that the NAACP units, through their education committees, make inquiries of testing policies and practices in their school districts, regarding:

(1) What standardized IQ and achievement tests are given in the school district? at what ages?

(2) How, and by whom, are the tests selected? Can the tests be seen and reviewed? By whom and under what conditions?

(3) What learning goals do achievement tests serve? What is the impact of the various tests used on what is taught in the curriculum, on books and other materials purchased?

(4) What decisions are made on the basis of test scores (e.g., placement in "tracks," special education, recommendation to college)?

(5) Are tests used in the local school district free of ethnic, racial and class bias? Are they fair or unfair to children of different backgrounds?

BE IT FURTHER RESOLVED, that we direct our branches to request copies of all tests currently used by the local school district as a basis for educational decisions regarding pupil placement, assignment, promotion or academic programming.

BE IT FINALLY RESOLVED, that the results of such survey and copies of tests secured be forwarded to the Education Department of the National Office for follow-up, including the Education Department's calling upon the Department of HEW to conduct systematic analyses of the federally-funded testing and assessment programs or instruments used in public schools across the country.

3. The Testing Industry

WHEREAS, companies that develop, publish and sell tests should assume (or continue to assume) major responsibility for assuring the correction of deficiencies in their instruments, and

WHEREAS, the testing industry makes money from the administration of tests and has the responsibility of devising satisfactory and systematic ways of taking into account probable main effect-variables in the instructional setting.

THEREFORE, BE IT RESOLVED, that we call upon the testing industry, including the Education Testing Service, American College Testing Program (ACT), Psychological Corp., Harcourt, Brace and Jovanovich, Science Research Associates, College Entrance Examination Board, CTB-McGraw Hill to state with clarity, on all descriptive information concerning a test, the specific uses for which the test is designed, the specific limitations of the instrument, and information as to how the results should be interpreted in acceptable professional practice;

BE IT FURTHER RESOLVED, that we urge the testing industry, at a minimum, to include within the information it publishes concerning standardized tests of ability, achievement, personality and any other assessment procedures, specific data regarding predictive content and prescriptive validity;

BE IT FURTHER RESOLVED, that we call upon the testing industry, to convene a group of national black and other affected minority organizations to initiate dialogue around the implementation of the recommendations and issues raised on this resolution.

BE IT FURTHER RESOLVED, that we call upon the testing industry to establish and fund an independent research and development corporation charged with the responsibility to (1) identify the critical problems in assessment as they relate to minority groups, (2) to sponsor research to investigate those problems requiring study, (3) to sponsor appropriate development work and to involve researchers who have the endorsement of minority professional and community associations and to set aside a minimum of 4 per cent of net income to support these objectives;

BE IT ALSO RESOLVED, that we urge the testing industry to convene a group of national black organizations to initiate dialogue around the implementation of recommendations and issues raised in this resolution.

BE IT FINALLY RESOLVED, that we call upon the National Office, through the Education Department, to assist local units in resolving problems arising from the misuse of tests in their locality.

4. Office of Consumer Affairs in Testing and Student Evaluation

WHEREAS, blacks and other minorities are being increasingly subjected to various kinds of standardized tests which adversely affect their opportunities and accomplishments in later life, and

WHEREAS, there has been systematic exclusion of minorities at all phases of test development to utilization and such exclusion presents a major concern in the evaluation of minority intellectual development and subsequent achievements in life, and

WHEREAS, there is a need to halt current discriminatory testing practices,

NOW, THEREFORE, BE IT RESOLVED, that we direct our branches and state conferences to urge their respective states to establish a task force for the development of an Office of Consumer Affairs in Testing and Student Evaluation, or in the alternative assign this responsibility to an existing state agency capable of pursuing the objectives herein. The responsibilities of this agency would include, but not be limited to, the following:

(a) Consumer advocacy regarding the use and misuse of tests as well as advising parents of their legal rights in the testing of their children.

(b) Advocacy for the adoption of a "Truth-in-Testing" law.

(c) A test review board to scrutinize and systematically monitor test utility, development, policies and practices of all agencies employing assessment procedures.

(d) The development of informational advisory centers and layman documents on testing for parents of school children.

(e) The development of comprehensive Statewide Standards on Testing which reflect the interests of minority groups on the testing issue.

BE IT FURTHER RESOLVED, that we seek legislation in each state to establish a Research and Development Office which will have the latitude to study empirical questions of teacher and pupil performance in contrast to an office which functions as a statistics mill for legislative accountability.

5. Federal Regulatory Agency for Testing

WHEREAS, the Congress through recent Federal legislation is placing increasing emphasis on program evaluation with the recent amendment of Title I of the Elementary and Secondary Education Act (as amended by PL 93-380) charging the Commissioner of Education with the responsibility of developing and publishing "Standards and Models for Program Evaluation," including the use of specific

techniques and methodologies for such evaluations, and

WHEREAS, the Office of Education, in carrying out this Congressional mandate, is publishing a Series of Monographs on Evaluation in Education covering various issues regarding testing and evaluation, and

WHEREAS, the testing industry is a multi-million dollar industry, receiving millions of Federal dollars, and

WHEREAS, Title IV of the Elementary and Secondary Education Act (ESEA) as amended gives the state increased responsibility in the area of program evaluation (including program evaluation) and states are currently selecting advisory councils and developing methods of evaluation, and

WHEREAS, the *Education of the Handicapped Act of 1975*, recognized the importance of protecting children from misdiagnosis by insisting on the development and use of "culture fair tests" and the bill (PL 94-142) includes a short statement on the importance of gathering data from various sources rather than a single test, when diagnosing a handicapping condition, and

WHEREAS, the *Developmentally Disabled Assistance and Bill of Rights* (PL 94-103) calls for the establishment of a comprehensive system for evaluating the progress of individuals with developmental disabilities,

NOW, THEREFORE, BE IT RESOLVED, that we call upon the Congress to establish a Federal Regulatory Agency for the testing industry similar to the Federal Communications Commission, the Food and Drug Administration and the Environmental Protection Agency for the protection of the citizen consumer of tests and evaluative and assessment procedures.

6. Efforts to Circumvent Meaningful School Desegregation Plans

WHEREAS, the NAACP has observed the continuing efforts of local school administrators and school boards to evade requirements of law and court decisions dismantling dual school systems, and

WHEREAS, the evasive tactics of local school officials include efforts to recruit support for ineffective desegregation plans by organizing ad hoc groups frequently comprised of well-meaning but inexperienced community people, and

WHEREAS, such ad hoc groups, organized by local school officials, frequently specifically exclude or seek to dilute the participation of knowledgeable NAACP officials, despite the undisputed leadership of the NAACP in developing and pursuing school desegregation legal precedent and programs, and

WHEREAS, where local school officials have succeeded in organizing such ad hoc groups, the result has almost universally been confusing, divisive and a failure to develop meaningful school desegregation programs,

NOW, THEREFORE, BE IT RESOLVED, that all NAACP units take all necessary steps to expose this latest "divide and conquer tactic" by informing community parents, students and organizations of the potential such ad hoc groups have for delaying the march of minority communities from Jim Crow public schools to quality desegregated education.

7. Staffing Inequities and Affirmative Action in Desegregation Programs

WHEREAS, we note the increasing practice by local public school administrators at the elementary and secondary level to circumvent the true intent of affirmative action requirements by adopting tactics which seek to use women and other non-black minorities as a device to reduce the number of blacks hired, and

WHEREAS, it is the obligation of such local administrators to insure that effective affirmative action programs are developed which aggressively recruit, select and retain women, other non-black minorities and blacks, and

WHEREAS, the NAACP has specifically noted the following ploys used as efforts to frustrate meaningful affirmative action programs:

(1) White women are employed as minority representatives.

(2) Latin surnamed Americans are employed in preference to blacks.

(3) Black women are given preference to black men.

(4) Vacancies, once held by blacks, are increasingly filled by whites.

(5) The employment of one black frequently means the end of employment for others.

WHEREAS, such tactics violate the clear intent and spirit of Title VI of the 1964 Civil Rights Act, as well as the administrative regulations which have been issued to implement Title VI, and

WHEREAS, we deplore this increasing tendency to pit women and other ethnic minorities against blacks in the implementation of affirmative action programs,

WHEREAS, the net result has been a diminishing number and percentage of blacks in the overall staffing of institutions and educational agencies whose expressed purpose is to implement affirmative action or desegregation guidelines and noble principles are being distorted and subverted by ingenious, though capricious and divisive, plans;

BE IT RESOLVED, that the NAACP strongly condemn these arbitrary and capricious practices and demand an early meeting with the Secretary of HEW in regard to such practices, and urge all branches and units to gather data which portrays these flagrant abuses.

BE IT FURTHER RESOLVED, that the NAACP develop plans and take steps to insure that these tactics are defeated, and that the provisions of Title VI of the 1964 Civil Rights Act are fully compiled with by the local public school administrators and school boards.

8. The Davis Statement

WHEREAS, national attention has focused on a charge by Dr. Bernard Davis of Harvard, that academic standards in the nation's medical schools had fallen in recent years because of the rise in the number of minority students with "sub-

standard academic qualifications," and

WHEREAS, the charges drew widespread criticism from academicians including the Dean of the Harvard Medical School who called Dr. Davis' action "irresponsible," and

WHEREAS, Dr. Davis' expression of regret dealt with his failure to anticipate that his article in a professional journal "would reach the public press," and

WHEREAS, such ill-conceived and erroneous characterizations from would-be shapers of public policy work to the detriment of blacks and other minorities by raising the racist flag that minorities are incapable of academic excellence and such statements can be used to limit the opportunities of blacks to engage in academic pursuits, and

WHEREAS, we are aware that Dr. Davis has made a belated apology, but do not believe such insensitive and unwarranted attacks can be either tolerated, forgotten or ignored.

NOW, THEREFORE, BE IT RESOLVED, that the NAACP condemn this unwarranted attack upon minority medical students.

BE IT FURTHER RESOLVED, that we direct the National Office of the NAACP to transmit copies of this resolution to Dr. Davis, the Dean of the Harvard Medical School, President Derek Bok, the Harvard Board of Overseers and the National Medical Association.

BE IT FURTHER RESOLVED, that we direct local NAACP units to guarantee that the publication of the unwarranted and repudiated Davis thesis does not effect a reduction in the efforts of local medical schools to provide access and sensitive opportunity to qualified minority students by the transmittal of copies of this resolution to relevant officials in local medical schools.

BE IT FURTHER RESOLVED, that the NAACP call upon medical schools across the country to provide expanded opportunities to minority students by active recruitment leading to enrollments and by continued financial support to make possible the completion of academic studies by minority students once they are admitted.

9. Financial Aid Cutbacks in Higher Education

WHEREAS, the Federal Government has refused, or failed, to take a stand against cutbacks in financial aid to low-income and minority students in institutions of higher education, and

WHEREAS, many low-income and minority students enrolled in colleges and universities are greatly dependent upon financial assistance to continue their education, and many others not yet enrolled will never be able to pursue productive careers without the availability of such financial assistance in the form of both loans and grants, and

WHEREAS, an example of the severe impact of drastic changes in financial assistance upon minority students may be seen in the case of the City University of New York, where recent budget reductions have led to a decision to end both the "open admissions" and the "free tuition" policies which will cut minority enrollment in the fall of 1976 by more than two-thirds, and

WHEREAS, unless action is taken now to end the national and state budgetary impacts, the inevitable result will be a decrease in loan and grant monies and the decreased enrollment of minorities and low-income students in institutions of higher education,

NOW, THEREFORE, BE IT RESOLVED, that the NAACP call upon the Congress of the United States and the individual state legislatures across the country to guard against the devastating impact upon minority and low-income advancement which such budget cutbacks will have.

BE IT FURTHER RESOLVED, that the NAACP take all necessary steps at both the local and National Office level to halt the national drift back to a state of affairs in which such education is made available only to the wealthy.

10. Reduction of Black Staff in Desegregation Efforts

WHEREAS, a normal component of desegregation plans, whether resulting from court order or from administrative determinations, has been faculty and staff desegregation, and

WHEREAS, there have been efforts by school officials covered by such judicial or administrative orders, to reduce the number and/or percentage of black administrative or teaching staff, and

WHEREAS, such reductions in the number and/or percentages of black personnel represent a violation of the judicial requirements and of the requirements of Title IV of the Elementary and Secondary Education Amendments of 1972 and of Title VI of the 1964 Civil Rights Act, and

WHEREAS, such reductions also have the effect of depriving students of the integrated teaching and advisory staff to which they are entitled,

NOW, THEREFORE, BE RESOLVED, that the NAACP condemn this practice of school officials, and call upon all branches and units to take vigorous steps to counter this dangerous trend.

BE IT FURTHER RESOLVED, that we call upon HEW to withhold funds from school districts engaging in such practices.

11. New Jersey Schools

WHEREAS, New Jersey was under court order to establish on July 1, 1976, a method of financing public education which does not depend on the property tax, and

WHEREAS, the New Jersey State Legislature failed to comply with the order by July 1, 1976, and

WHEREAS, the failure on the part of the New Jersey Legislature has resulted in a termination of all local, state and Federal funding for public education, and

WHEREAS, the termination of local, state and Federal funding for New Jersey public schools has resulted in severe disruption of the educational and employment plans of thousands of low-income and minority persons, including:

(1) termination of summer sessions with the result that

thousands of students will be unable to graduate from junior and/or high schools;

(2) unemployment of thousands of young and adult workers who face payless paydays;

(3) the loss of millions of dollars in Federal programs and matching funds.

WHEREAS, the minority students in the public schools and universities of New Jersey, as in other parts of the country, have already been victimized by the educational inadequacies caused by racial segregation and discrimination, and will, thus, be disproportionately harmed by the closing of the public schools, colleges, and universities.

NOW, THEREFORE, BE IT RESOLVED, that the NAACP call upon the Governor and the Legislature of the State of New Jersey to adopt judicially acceptable financing mechanisms which will also avoid penalizing the poor and minority students of New Jersey.

VIII. FOREIGN AFFAIRS

1. Southern Africa

Through the years the NAACP has opposed colonialism and all forms of oppression in Africa. Historically the Association has instituted and participated in Pan-African conferences under the leadership of Dr. W. E. B. Du Bois, Walter White and Roy Wilkins and supported the development of the emerging nations of that continent.

We have vigorously opposed apartheid practices in South Africa and opposed white minority rule in Namibia, Rhodesia and South Africa. We note with approval the recent statements of Secretary of State Henry Kissinger on Africa setting forth, at long last, a U.S. policy seeking majority rule in those African states still dominated by white minority governments. We shall expect this policy to be speedily and vigorously implemented.

We urge NAACP units to sponsor programs to further enlighten the general community on living conditions of blacks in Southern African countries.

2. Republic of South Africa

We reaffirm our 1975 resolution on Southern Africa and the Republic of South Africa. While there has been some publicized relaxations of apartheid policies in South Africa with respect to visitations of selective blacks from abroad, the South African regime is still implementing its racist policies and practices, enforcing repressive laws of detention, employment discrimination, and denying suffrage and representation to the black, colored and Indian populations.

In a reaffirmation of our 1975 resolution, we urge the U.S. Government to call on American business firms, individuals, religious and secular institutions to cease their investing in South Africa until apartheid is ended and majority rule becomes a reality.

3. Namibia

We reaffirm our policy statement of 1975 on the illegal occupation of Namibia by the Republic of South Africa;

We call upon the U.S. Government to prevent American companies from operating in Namibia and aiding the South African economy; to support the World Court decision and the mandate of the United Nations calling on South Africa to withdraw from Namibia.

4. Rhodesia (Zimbabwe)

We note the crucial state of the freedom fight in Zimbabwe bordering on revolution, and the continued implacable posture of the government of Ian Smith with respect to recognizing majority rule and representation in the government. We call on the U.S. Congress to reimpose the boycott of Rhodesian chrome by rescinding the Byrd Amendment which permits the importation of chrome into this nation.

Further, we call for vigorous support, by our government, of the efforts of Rhodesian (Zimbabwian) blacks to attain majority rule in their country through peaceful struggle.

IX. HOSPITALS, HEALTH AND SOCIAL WELFARE

1. Child and Family Services Act of 1975

WHEREAS, the Child and Family Services Act of 1975 (HR 2966) would make available health, education and child services for families which need and request such services,

WHEREAS, financial assistance for programs in education, nutrition, social services, pre-school, after school and summer school programs, prenatal and other medical care for expectant mothers is covered in the proposed legislation, and

WHEREAS, parental input is guaranteed through requirement that a Child and Family Services Council be established with half its membership parents,

BE IT RESOLVED, that the NAACP direct its units to urge their Congresspersons to vote affirmatively on this legislation.

2. Safety in Child Placement

WHEREAS, the NAACP is concerned with all areas of activity affecting the safety of black children and recognizing the severe problems growing out of faulty and careless placement of black children by public agencies and others, resulting in many instances of trauma and child abuse;

THEREFORE, BE IT RESOLVED, that the National Board of Directors, its appropriate committee and staff, be directed to meet the needs of this problem by resolution and action.

BE IT FURTHER RESOLVED, that all local units of the Association direct program attention and monitoring skills to the placement of black children in their respective communities to ensure that children under supervision of both public (state) and private agencies are placed in suitable, safe, competent foster homes.

3. Food Stamps

WHEREAS, exaggerated and untrue reports on the

operation of the Food Stamp Program have placed the program in jeopardy;

WHEREAS, alleged abuses have been used as an excuse to cut back on the distribution of stamps at the expense of those in need;

WHEREAS, we believe that under present circumstances, the best vehicle to protect the program is the bill introduced in Congress by Congressman Andrew Young of Georgia (HR 1277), and we call upon the Congress to enact it;

WHEREAS, we deplore the failure of those who administer the program to adequately inform all those who are eligible of their rights, especially those such as the elderly, the infirm and domestic workers who are removed from urban centers;

NOW, THEREFORE, BE IT RESOLVED, that we call upon the Congress to speedily enact the Food Stamp Bill (HR 1277), and

BE IT FURTHER RESOLVED, that we call upon Food Stamp Program administrators to more widely disseminate information on the program and to establish distribution centers on a decentralized basis.

X. HOUSING

1. Compliance with Equal Housing Laws

WHEREAS, the Congress of the United States declared in 1968 that it shall be the policy of the Federal Government to affirmatively further fair housing and charged the Department of Housing and Urban Development with the legal responsibility for enforcing the Federal Fair Housing Law and of coordinating the actions of all Federal agencies to eliminate discriminating housing practices, and

WHEREAS, widespread patterns and practices of racial discrimination and segregation in the neighborhoods, cities and suburban communities across the nation continues to exist largely because of segregated housing patterns and the lack of strict enforcement actions by the Federal Government, and

WHEREAS, recent events of historical significance, each having a major impact upon virtually all of our nation's minorities, present overwhelming evidence that the Department of Housing and Urban Development is severely limited in its enforcement efforts by being confined to methods of conferences, conciliation and persuasion and it does not possess the needed authority to secure the rights of all our citizens;

WHEREAS, the landmark, unanimous, Supreme Court decision in *HUD v. Gautreaux* affirmed HUD's guilt in violating the Fifth Amendment of the Constitution and Title VI of the Civil Rights Act of 1964 by knowingly sanctioning and assisting racially discriminatory public housing programs, and

WHEREAS, the U.S. Department of Justice this year filed historic civil rights lawsuits charging the nation's real estate appraisers, mortgage bankers and savings and loan associations, with maintaining discriminatory standards in appraising homes and in making loans to owners of homes in black and integrated areas, and

WHEREAS, the U.S. Department of Justice in the first such action under the Equal Credit Opportunity Act of 1974, this year filed a landmark lawsuit to halt discrimination in mortgage lending practices against women, and

WHEREAS, a national coalition of civil rights organizations, including the NAACP, has filed a major lawsuit against the Federal Financial Regulatory Agencies to force these agencies to end widespread discrimination in the granting of mortgage credit to racial minorities by the institutions they regulate, and

WHEREAS, the U.S. Commission on Civil Rights in its report, "The Federal Civil Rights Enforcement Effort—To Provide Fair Housing," recommends that the Congress amend Title VII of the Civil Rights Act of 1968 to grant HUD the authority to issue cease and desist orders to eliminate discriminatory housing practices;

NOW, THEREFORE, BE IT RESOLVED, that we call upon the Congress to amend Title VII of the Civil Rights Act of 1968 to grant the Department of Housing and Urban Development legal powers to issue cease and desist orders to secure compliance with the Fair Housing Law, and

BE IT ALSO RESOLVED, that we demand that HUD take necessary actions to immediately institutionalize equal housing requirements in all of its programs and operations and to take other actions as required to bring about the prompt adoption of affirmative rules by all Federal agencies with responsibilities in the housing and financing field, and

BE IT FURTHER RESOLVED, that the Executive Committee and/or the Executive Director of the NAACP instruct the General Counsel to institute proceedings to force HUD to administer the Community Development Block Grant programs so that the Federal Government insures that state and local governments administer this program to the benefit of the black and poor people the Act was created to serve.

2. Redlining

WHEREAS, emergency actions are required to halt the further decay of deteriorating neighborhoods where lenders have refused to provide home and improvement loans, and

WHEREAS, segregated housing patterns have been substantially reinforced by Federal Government policies, and corrective actions to eliminate past practices of discrimination in housing have been ineffective in assuring against future discrimination, and

WHEREAS, recent surveys conducted by the Federal regulatory agencies confirm that black homebuyers are being rejected for mortgage loans at consistently higher rates than white homebuyers, and

WHEREAS, blacks are the victims of double discrimination by lenders who devalue both black neighborhoods and the racial background of black applicants, and

WHEREAS, the United States Senate Committee on Banking, Housing and Urban Affairs has found a generally unsatisfactory history of enforcement of nondiscrimination in home lending practices by *all* of the Federal Government's financial regulatory agencies; and none of these agencies has ever made a formal finding of discrimination in an institution they supervise, despite widespread evidence that such discrimination exists, and

WHEREAS, the future existence of our cities has been placed in serious jeopardy due to neighborhood and, in some urban areas, city-wide redlining and financial disinvestment practices by the private financial institutions regulated by the Federal Government, and

WHEREAS, the black population in urban areas continues to be disproportionately concentrated within the central cities, and these communities urgently need the massive reinvestment of funds to achieve racial and economic diversity,

THEREFORE, BE IT RESOLVED, that the NAACP strongly condemn the present policies and practices of lenders who discriminate against blacks in the granting of home loans and who continue illegal discrimination against predominantly black and integrated neighborhoods, and

BE IT FURTHER RESOLVED, that the NAACP demand that all Federal and state government financial regulatory agencies take immediate actions to adopt affirmative marketing programs and rules to promote and enforce equal lending policies by the institutions they regulate, and

IT IS ALSO RESOLVED, that the NAACP National Office be authorized and directed to take such emergency actions as may be required to implement the purposes of this resolution.

XI. INTERNAL AFFAIRS

1. Distribution of Resolutions Adopted at Annual Convention

WHEREAS, the NAACP national policy is developed after extensive debate at annual conventions through resolutions, and

WHEREAS, it is necessary for the network of branches to have those resolutions in order to implement national policy on various issues on a day-to-day basis.

NOW, THEREFORE, BE IT RESOLVED, that the NAACP National Convention hereby direct all appropriate committees and the necessary staff to prepare a complete convention report with resolutions to be distributed to all of the branches no later than 30 days following adoption of said resolutions by the National Board of Directors.

2. National Membership Solicitation Day

Because the Board of Directors has voted that the National Association for the Advancement of Colored People double its membership and because the times in which we live demand a greater coming together of black and minority peoples to protect and extend their civil rights;

THEREFORE, BE IT RESOLVED, that all branches of the NAACP will sponsor and support a National Membership Solicitation Day on Saturday, September 18, 1976;

BE IT FURTHER RESOLVED, that branches of the NAACP through their church committee will arrange for an NAACP Church Sunday to be celebrated in every church in their home community on Sunday, September 19, 1976.

3. Implementation of NAACP Policy Resolutions

WHEREAS, the NAACP National Convention resolutions represent the substance of NAACP advocacy and commitment, and

WHEREAS, said policy positions always call for NAACP unit cooperation and implementation;

BE IT RESOLVED, that all NAACP units shall periodically review our policy resolutions in order to: (1) keep all members informed and (2) improve the planning and effectiveness of programs designed to implement action-oriented NAACP policies.

4. NAACP Staff and Board Visitation

WHEREAS, the current financial crisis of the NAACP and sound fiscal responsibility limit visits to local branches by national and regional staff members, and

WHEREAS, many staff members visit local branch areas at the expense of other requesting organizations, agencies and persons, and

WHEREAS, many such visitations are made without prior notification to local branch leaders, and local leaders therefore cannot make effective use of such visitations and, indeed, are often embarrassed by inquiries from branch members regarding the nature of such visitations;

BE IT RESOLVED, that national and regional staff members will give adequate advance notice to branch presidents of pending visits to branch areas, in order that more effective use can be made of such visits.

BE IT FURTHER RESOLVED, that this resolution apply to National Board members holding positions on the Executive Committee.

5. Processing of Memberships

WHEREAS, long delays in delivering membership cards is an ever present problem for the National Office and the continually rising cost of processing of cards in the National Office is a part of our financial problems;

BE IT RESOLVED, that these procedures be adopted:

(1) All application forms shall be designed so that, upon request, cards may be mailed in bulk, to be filled out by the local branch.

(2) The listing of applicants shall be accompanied by the proper remittance, and the cards issued by the local branch shall be from a duplicate of the application sent to the National Office.

(3) This process shall apply to all membership categories with the exception of Life Memberships.

(4) The current method of handling memberships may be employed by branches at their discretion.

6. Increase in Membership Fees

WHEREAS, the current schedule of membership fees was established prior to the unprecedented inflation spiral, and

WHEREAS, the cost of providing services has made it necessary for local branches and the National Office to increase their incomes;

BE IT RESOLVED, that the present minimum membership of $4.00 be increased to $5.00 beginning January 1, 1977, and

BE IT FURTHER RESOLVED, that the $6.00 CRISIS membership be eliminated so that the minimum CRISIS membership will be $10.00

XII. LABOR AND INDUSTRY

1. Bonding for Minority Contractors

WHEREAS, small and minority contractors are being forced out of business due to lack of adequate surety bonding and operating capital, and

WHEREAS, surety bonding is necessary to obtain operating capital and vice versa, and

WHEREAS, the general contractor and contract manager both carry 100 per cent performance and completion bond,

THEREFORE, BE IT RESOLVED, that surety companies be compelled by Federal law to permit qualified small or minority contractors to operate under the bond of the general contractor or construction manager.

2. Humphrey-Hawkins Bill

We reaffirm our support of the Humphrey-Hawkins Bill (HR 50 and S50) and we call upon our branches to contact their Senators and Congressmen to urge them to support this legislation.

3. Mass Transportation

Mass transportation has become a vital necessity for residents of urban centers, especially workers needing transportation to jobs that are rapidly leaving the cities.

Local communities and the users of mass transportation are no longer able to afford the enormous cost of the needed facilities.

Therefore, we call upon the Federal Government to provide grants and operating subsidies, including fare subsidies for low-income families. Such funds, if necessary, should be diverted from the highway trust funds.

4. Postal Employment

WHEREAS, a high percentage of the United States Postal Service's 750,000 current career and part-time employees are black, and

WHEREAS, the 1971 Postal Reorganization Act and subsequent U.S. Postal Service reorganizations have served to deprive many minority persons of opportunities for continued gainful employment and upward mobility, and

WHEREAS, such reorganization has served to siphon off to private business most of the profitable sources of revenue, placing the postal service and the jobs of its employees in jeopardy;

BE IT RESOLVED, that the NAACP call for Federal legislation, appropriating an adequate subsidy to the United States Postal Service to enable the Service to restore jobs, to provide continued job security, to maintain the general well-being of those minority employees currently adversely affected, and to again provide adequate service to the national community.

BE IT RESOLVED, that legislation granting subsidies to the postal system include a strong provision that will insure the enforcement of provisions of OFC, and, in addition, a procedure be established to cut the red tape in the complaint procedures so that quick relief from acts of racial discrimination can be obtained.

5. Civil Service Legislation

There is pending in Congress legislation to strengthen the so-called merit system. Unfortunately, the Civil Service Commission has enforced the merit system in such a way as to weaken the effect of Title VII of the Civil Rights Act. Therefore, until such time as the Commission enforces the EEO law as it was intended, we oppose any strengthening of the Commission's control over the Federal personnel system, and call upon Congress to defeat legislation that would strengthen the Commission in this regard.

6. Discrimination by the Interstate Commerce Commission with Respect to its Regulation of the Transportation Industry

WHEREAS, the Federal Government must assure equal opportunity and treatment to minorities in attaining management and responsible positions in the trucking industry as a basis for increased entrepreneurships, and

WHEREAS, it appears from various studies previously conducted by the Independent Truckers League and the Office of Minority Business Enterprise, that the ICC has participated in the exclusion of minorities from the trucking industry and very narrowly construed the "public convenience and necessity" when considering minority applications for authority, and

WHEREAS, said pattern of de facto segregation is clearly demonstrated by virtue of the fact that while there are over 30,000 black owner/operators in the United States, only one black trucker has been awarded ICC authority to operate across the country as a common carrier, as compared to over 14,000 white firms, and

WHEREAS, of the 97,000 white collar employees, only 800 blacks (8/10 of 1 per cent) are employed by truckers;

WHEREAS, among Class 1 carriers, only 6/10 of 1 per cent of the white collar workers are black, and

WHEREAS, as a part of said study, total revenue Class 1,

2, and 3 firms total over $11,000,000,000 as contrasted with the revenue for all minority-owned firms in this industry, which was only $91,000,000, and

WHEREAS, there appears to be virtually no attempt between the ICC and the trucking industry to include the participation of black Americans in this vital industry;

NOW, THEREFORE, BE IT RESOLVED, that the NAACP call upon the Congress of the United States to establish a special committee to investigate the racial practices of the ICC, and the apparent conspiracy which exists between the agency and the trucking industry to exclude blacks and other minorities.

BE IT FURTHER RESOLVED, that we call upon the Congress to enact appropriate legislation to facilitate the expansion of legitimate trucking operations, in interstate commerce, by blacks and other minorities as owner/operators; and in addition thereto, said commission be mandated to maintain and enforce an affirmative action program for the subject industry.

BE IT FURTHER RESOLVED, that we call upon the Interstate Commerce Commission to review its regulations and procedures, to find effective means to prevent and eliminate illegal discrimination, to maintain and enforce an industry-wide affirmative action program, and affirmatively assist and facilitate the expansion of blacks and other minorities as owner/operators in this vital area of our national economy.

BE IT FINALLY RESOLVED, that we call upon the President to appoint blacks to the ICC Commission.

7. Extension of Minimum Wage and Fair Labor Standards Coverage

WHEREAS, the United States Supreme Court has held that legislation extending minimum wage and fair labor standards coverage to local government employees is not within the power of Congress as set forth under the Commerce Clause of the U.S. Constitution;

WHEREAS, it is clear that the power of the Congress permits the establishing of such workers' protection standards where the local and state jurisdiction is a recipient of a Federal grant, and

WHEREAS, many thousands of present city, county, and state employees are not afforded the protection for minimum wage and overtime provisions of the Fair Labor Standards Act,

THEREFORE, BE IT RESOLVED, that the NAACP support the efforts to condition the receipt of General Revenue Sharing Fund or other Grants in Aid by state or local government, on that governmental unit meeting the standards set forth in the Fair Labor Standards Act.

BE IT FURTHER RESOLVED, that an amendment carrying out this purpose be offered for adoption to the General Revenue Sharing Legislation (HR 13367) now pending in the United States Senate.

8. Job Creation and Job Training

WHEREAS, black unemployment actually averages 25 per cent and black teenage unemployment is estimated as high as 50 per cent, and

WHEREAS, full employment, as a national goal, is the objective of Black Americans and the poor and unemployed of all races, and

WHEREAS, training is essential to prepare the unemployed with skills to obtain jobs;

NOW, THEREFORE, BE IT RESOLVED, that the NAACP, in its National Convention, endorse the Full Employment and Balanced Growth Act (HR 50) concepts that there must be a job creation and skills training program developed with the assistance of the Federal Government, and

BE IT FURTHER RESOLVED, that the NAACP support the Black Congressional Caucus' endorsement of HR 12060/S 2939, the Job Creation and Training Act of 1976, which would provide skills training for unemployed persons, and

BE IT FURTHER RESOLVED, that blacks must be directly involved in developing such job programs and particularly in developing skills training programs in the face of an increasingly automated economy, and

BE IT FINALLY RESOLVED, that this Convention endorse the efforts to develop, with government assistance, special programs to address the needs of youth and underemployed women who work at low skill jobs and are increasingly heads of households.

XIII. POLITICAL ACTION

1. Get out the Vote

WHEREAS, officials elected this year may well determine the civil rights of black citizens for years to come, and

WHEREAS, 1972 information indicates that only 65 per cent of blacks of voting age actually registered; 52 per cent of those blacks of voting age actually voted, and only 80 per cent of those blacks registered actually voted.

NOW, THEREFORE, BE IT RESOLVED, that NAACP branches, state conferences, college chapters and youth councils give voter registration and voter participation high priority during 1976 so that the full political weight of blacks will be felt this year.

XIV. COMMUNICATIONS

1. Network Discrimination

WHEREAS, the population of this nation is approximately 18 per cent minority, and

WHEREAS, the National Networks for Broadcasting Communications and Public Broadcasting systems which broadcast the news on television receive their authorization for so doing from the people as evidenced by the Federal

Communications Commission, and

WHEREAS, a check of these broadcasting systems shows there is a dearth of minority participation on the air with less than 15 black correspondents of more than 250 correspondents, and

WHEREAS, these systems have sworn to the Federal Government not to deny such employment opportunities on the basis of race, color, sex or religion, and national origin, and

WHEREAS, these systems are boldly violating this oath, and

WHEREAS, there are many trained blacks who cannot get an opportunity to use their talents and earn a lucrative livelihood, and

WHEREAS, special programs such as sports are obviously denying blacks and minorities these jobs at a time when the preponderance of professional athletes are black in baseball, track, football and basketball;

THEREFORE, BE IT RESOLVED, that the NAACP call upon these broadcasting systems to immediately take steps to correct these obvious exclusions in such employment.

2. Use of Media Facilities

WHEREAS, the Association has gone on record as supportive and urging the use of all types of media in promoting the work of the NAACP, and

WHEREAS, a number of branches and youth councils are not aware of the availability of these facilities,

BE IT RESOLVED, that the NAACP reassert its efforts in seeking Public Service Time from both radio and television and using it to the utmost.

BE IT FURTHER RESOLVED, that we direct our branches and youth councils across the nation to redouble their press and publicity efforts in their respective areas in promoting the NAACP.

XV. YOUTH WORK

1. Alcoholism and Drug Abuse

WHEREAS, the National Council on Alcoholism reports that youth and adults are using alcohol at an unprecedented rate, and

WHEREAS, excessive use of alcohol is detrimental to good health, and

WHEREAS, narcotics abuse is a serious and continuing problem;

BE IT RESOLVED, that all branches, college chapters and youth units advise, programatically, youth and adults of the potential dangers of excessive alcohol usage and narcotics abuse.

2. Eighteen-Year-Old Voter Registration

WHEREAS, the NAACP, particularly its Youth and College Division, provided the leadership that resulted in the enfranchisement of eighteen-year-olds in America, and

WHEREAS, the NAACP recognizes that registration and voting are essential tools that must be used by minority citizens, and

WHEREAS, there has been a steady decline in voter participation in national elections as indicated by the fact that in 1960, 63.1 per cent of the electorate voted while only 55.4 per cent participated in the 1972 Presidential election,

THEREFORE, BE IT RESOLVED, that all branches, college chapters and youth units be encouraged to sponsor voter registration and get-out-the-vote campaigns, particularly among the newly enfranchised.

BE IT FURTHER RESOLVED, that the National Office lend every assistance possible, especially materials, to help chapters realize the above goals.

XVI. FELICITATIONS

We express our appreciation to the Memphis NAACP Branch Convention Committee for its most effective work in preparing this year's convention.

While it is not possible to mention every individual who gave so generously of their time and resources, we do wish to mention a few who accomplished so much because of the cooperation and outstanding teamwork of the entire Convention Committee.

To Jesse H. Turner, Sr., General Co-Chairman, a member of our National Board of Directors and our National Treasurer, for the leadership he provided for the various committees and chairmen, we express our gratitude. To A Maceo Walker, General Co-Chairman, Mrs. Ethel C. Bell, General Secretary, a special vote of thanks.

Mrs. Maxine A. Smith, Executive Secretary of the Memphis Branch, is to be especially commended for so ably assisting with the plans and preparations which contributed immeasurably to the success of the convention. We also express our appreciation to the following committee chairmen: Mrs. Ethel C. Bell, Car Raffle; Rev. E. L. Brown, Church Work; Dr. V. A. Smith, Citizens; Jerry Favion, Entertainment; Mrs. Gladys Reed, Information & Housing; Charles A. Scruggs, Kits; Mrs. Catheryn R. Johnson, Music; Mrs. La Juana Glaze, Publicity; Clifford Stockton, Souvenir Journal; Dr. Cleo Kirk, Transportation; Charlie Walton, Ushers, and to the Memphis Branch Officers: Miss Velma Lois Jones, President; Mrs. Johnnie Turner, 1st Vice-President; Thomas Willis, 2nd Vice-President; Mrs. Lorene Thomas, Secretary; Mrs. Elsie Bailey, Treasurer.

The public officials of Memphis were at all times helpful and understanding of our needs: the Memphis Police Department and Chief W. O. Crumby; the Mayor's Office; the Shelby County Sheriff's Office.

Also, the Memphis Chamber of Commerce; its Chief Executive Officer, Edward C. Bolt; Convention and Tourist Bureau Manager Hugh Nelson; Housing Director, Mrs. Sarah Sing.

Finally, we commend the Everett R. Cook Convention staff; Carl Patterson, Executive Director; Denton Peabody, Manager; and Peter Howard, Chief of Security.

To all of these: to the staff of the Holiday Inn Rivermont, our hotel headquarters, and the many others who cannot be mentioned, NAACP Branch members, and the community at large who helped make our stay in Memphis a most memorable and productive experience, we are most grateful.